

INFORMATION FOR APPLICANT

(Read Carefully Before Signing)

This application is valid for only 60 days. If you have not been employed within 60 days of your application, you must re-apply for a position.

By my signature below, I agree to the following:

- a. I consent to take any physical examinations, including but not limited to tests for alcohol or drugs, that may be requested by Avena Contracting, LLC (1) following an offer of employment and prior to commencement of work; and (2) during the course of my employment, consistent with applicable law, including but not limited to the Americans With Disabilities Act. I further authorize any health care professional who performs such an examination or who has other job-related information concerning my physical, mental or other medical status to release such information to Avena Contracting, LLC.
- b. I understand that any false or misleading statements or omissions made by me in connection with my application, or in responding to requests for information, can be sufficient grounds for my rejection as a candidate for employment or for my immediate discharge.
- c. I understand that any employment I might be offered by Avena Contracting, LLC is at-will and of indefinite duration, and that either I or Avena Contracting, LLC can terminate that employment at any time with or without notice for any or no reason, and that no agreement to the contrary will be recognized by Avena Contracting, LLC unless made in writing and signed by the President of Avena Contracting, LLC. I understand that satisfactory completion of my provisional period will not change my status as an at-will employee.
- d. I understand that none of Avena Contracting, LLC's practices or policies are to be construed as imposing any binding obligations on the Company, and that they are subject to change or deletion at any time.
- e. I hereby authorize Avena Contracting, LLC to obtain from schools, former employers, or other individuals or institutions it contacts, any information in their possession regarding my employment history or qualifications for the job for which I have applied.

I have read this Employment Application and I fully understand its contents.

Signature of Applicant

Date

APPLICANT CREDIT REPORT
DISCLOSURE AND AUTHORIZATION

As part of the application review process, our Firm may request a consumer reporting agency to provide it with a report of an applicant's credit history. The report will be used by our Firm's personnel to determine your fitness for the position for which you have applied. If it is determined that the contents of this report must be disclosed due to an adverse action, a copy of the report and a description of your rights as prescribed by the Federal Trade Commission in 15 U.S.C. §1681g(c) (3) will be provided to you.

I have read the foregoing disclosure, and I authorize the Firm to obtain from a consumer reporting agency a credit report detailing my credit history.

Printed Name of Applicant

Signature of Applicant

Date

SEX, RACE & ETHNIC GROUP
IDENTIFICATION FORM

The federal government requires that an employer maintain records on the race, sex and ethnic group of its applicants. In order to comply with these requirements, Avena Contracting, LLC requests that you supply the information sought below. The information is for record keeping purposes only and will not in any way affect any employment decisions. This questionnaire will be kept separate from your application.

Position applied for _____

Sex: _____

Race: _____

Ethnic Group: (Check if you are a member of the Ethnic Group):

- American Indian (Including Alaskan Natives)
- Asian (Including Pacific Islanders)
- Hispanic (Including persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish origin or culture)

In conformity with applicable laws, Avena Contracting, LLC is an Equal Opportunity Employer and does not discriminate based on race, color, creed, religion, sex, age, marital status, national origin, disability, or union membership.